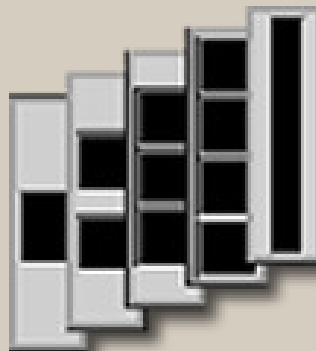




Warrant Officer Recruiting



A Co, Special Operations Recruiting Battalion Southern Region



Southern Region Warrant Officer Recruiter: CW3 Rich Brumfield
706-313-1231/504-559-9504
Richard.d.brumfield.mil@mail.mil



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Briefing Agenda

Definition of a Warrant Officer
Warrant Officer Recruiting Mission
General Requirements
Who We are Looking For
Opportunities and Benefits
Application and Processing
Q & A



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Warrant Officer Recruiting Mission

The United States Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army Warrant Officers.



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Administrative Requirements

1. **US Citizenship** *(No Waivers)*
2. **General Technical (GT) Score of 110 or higher** *(No Waivers)*
3. **High School Graduate or have a GED** *(No Waivers)*
4. **FINAL Secret Security Clearance** *(No INTERIM; No Waivers)*
5. **Must Have \geq 12 Months Remaining on Enlistment Contract** *(Waiver Avail.)*
6. **Pass Commissioning Physical for Tech or Flight Physical for Aviators** *(Waiver Avail.)*
7. **Age: Technicians < 46 yrs / Aviators < 33 yrs at time packet is boarded** *(Waiver Avail.)*
8. **Active Federal Service: <12 yrs at time the DA61 is signed by applicant** *(Waiver Avail.)*
9. **Pass the Standard 3-event Army Physical Fitness Test (APFT) and Meet Height/Weight Standards** *(Waiver Avail for the 2mi run only.)*

*****Waivers are only granted on a case-by-case basis under extraordinary circumstances*****



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General Information

Technician

- 13 - Branches
- 35 - MOSs



- Usually SGT or higher
- Most require ALC
- Must meet requirements listed on the MOS pages of our website:

WWW.USAREC.ARMY.MIL/HQ/WARRANT



Aviator

- 1 - Branch
- 1 - MOS (*To apply for*)
- Any MOS/Rank can Apply
- Qualifying SIFT Score (40+)



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Warrant Officer MOSs

(Refer to website for critical WO MOSs by board)

WO MOS

MOS Description

Enlisted Feeder MOSs

| | | |
|-------------|---|--------------------------------------|
| 120A | Construction Engineering Tech | 12H, K, N, P, R, Q, T, W |
| 125D | Geospatial Engineering Tech | 12Y or 35F, 35G |
| 131A | Field Artillery Targeting Tech | 11C, 13B, D, F, M, P, R, T, 19D |
| <u>140A</u> | <u>Command and Control Systems Tech</u> | <u>14G, 14H, 14S</u> |
| <u>140E</u> | <u>Air and Missile Defense Tactician/Tech</u> | <u>14E, H, T, 94S</u> |
| <u>150A</u> | <u>Air Traffic Control</u> | <u>15Q</u> |
| <u>150U</u> | <u>Tactical UAV Tech</u> | <u>15W/15E</u> |
| 151A | Aviation Maintenance Tech | All CMF 15 MOS (Excluding 15P & 15Q) |
| 153A | Rotary Wing Aviator | All MOSs |
| 255A | Information Services Tech | All MOSs |
| 255N | Network Management Tech | All MOSs |
| 290A | Electronic Warfare Tech | 13F, 25B, 25E, 29E |
| <u>350F</u> | <u>All Sources Intelligence Tech</u> | <u>35F</u> |
| <u>350G</u> | <u>Imagery Intelligence Tech</u> | <u>35G</u> |
| <u>351L</u> | <u>Counterintelligence Collections Tech</u> | <u>35L</u> |
| <u>351M</u> | <u>Human Intel Collection Tech</u> | <u>35M</u> |
| <u>352N</u> | <u>Traffic Analysis Tech</u> | <u>35N, 35P</u> |
| <u>352S</u> | <u>Non Morse Intercept Tech</u> | <u>35S</u> |



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Warrant Officer MOSs Cont.

(Refer to website for critical WO MOSs by board)



| WO MOS | MOS Description | Enlisted Feeder MOSs |
|--------------------|---|--|
| <u>353T</u> | <u>Intel and Electronic Warfare Tech</u> | <u>35T</u> |
| 420A | Human Resources Tech | 42A/42F |
| 740A | CBRN Tech | 74D |
| <u>880A</u> | <u>Marine Deck Officer</u> | <u>88K</u> |
| <u>881A</u> | <u>Marine Engineer Officer</u> | <u>88L and 12P, w/ASI S2</u> |
| 882A | Mobility Officer | 88H, 88M, 88N |
| 890A | Ammunition Tech | 89B, 89D |
| 913A | Armament Systems Maint Tech | 91F, A, M, P, S |
| <u>914A</u> | <u>Allied Trades WO</u> | <u>91E</u> |
| 915A | Automotive Maint Tech | 91A, B, C, D, H, L, M, P, S, X |
| 919A | Engineer Equipment Maint Tech | 91B, C, D, H, J, L, X |
| 920A | Property Accounting Tech | 92Y, 68J |
| 920B | Supply Systems Tech | 92A |
| <u>921A</u> | <u>Airdrop Systems Tech</u> | <u>92R</u> |
| 922A | Food Service Tech | 92G, 68M |
| 923A | Petroleum Systems Tech | 92F, L, W |
| 948B | Electronic Systems Maint Tech | 94D, E, F, H, K, L, R, V, W, Y, & Z; 25S |
| <u>948D</u> | <u>Electronic Missile Systems Maint Tech</u> | <u>94A, M, P, S, T, & Z</u> |



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What We are Looking For...



Soldiers who are:



- **Leaders**
- **Self Confident**
- **Dependable**
- **Technically/Tactically Proficient**
- **Ethical and Moral**
- **Decision Makers**
- **Self-Sufficient**
- **Mature**
- **Able to Grasp Complex Problems**
- **Mentally and Physically Strong**

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Opportunities and Benefits



- **Small Elite Corps**
 - 2% of the Army (Approx 15K in RA)
 - 15% of the Officer Corps
- **Challenging Assignments**
- **Technical Training and Education**
- **Faster Promotion Potential**
- **Extended Career Path**
- **Perform Core Duties Longer**
- **Better Pay and Retirement**

2-STAR DISCIPLINED & DEMOTED 15
MREs ON THE MENU Sgt. launches wild restaurant chain 4
ONE-WAY TICKET TO MARS 1st LT volunteers for space mission 17
DITCH THE GYM Sports that give you an edge on your APFT 30

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SPECIAL REPORT
The **BEST** career move you can make:

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- Tens of thousands more for retirement
- Huge promotion opportunities
- 3,400 openings for active, Guard & Reserve

18

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Assignment Opportunities



White House Communications Agency

White House Fellowship Eligibility

Training-with-Industry (TWI)

(HRCI, General Dynamics, Microsoft, Google, NF)



Instructor/WORT



Pentagon and Department of the Army

TAFT Assignments (Technical Assistance Field Team)

Australia, Egypt, UAE and other locations

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Training and Education



- Maintain G.I. Bill benefits
- Maintain tuition assistance (TA) benefits
- Degree Completion Program



Army Logistics University, VA

Naval Post Graduate

ool, MD

National Defense

rsity, DC

Army Management

Staff College, VA

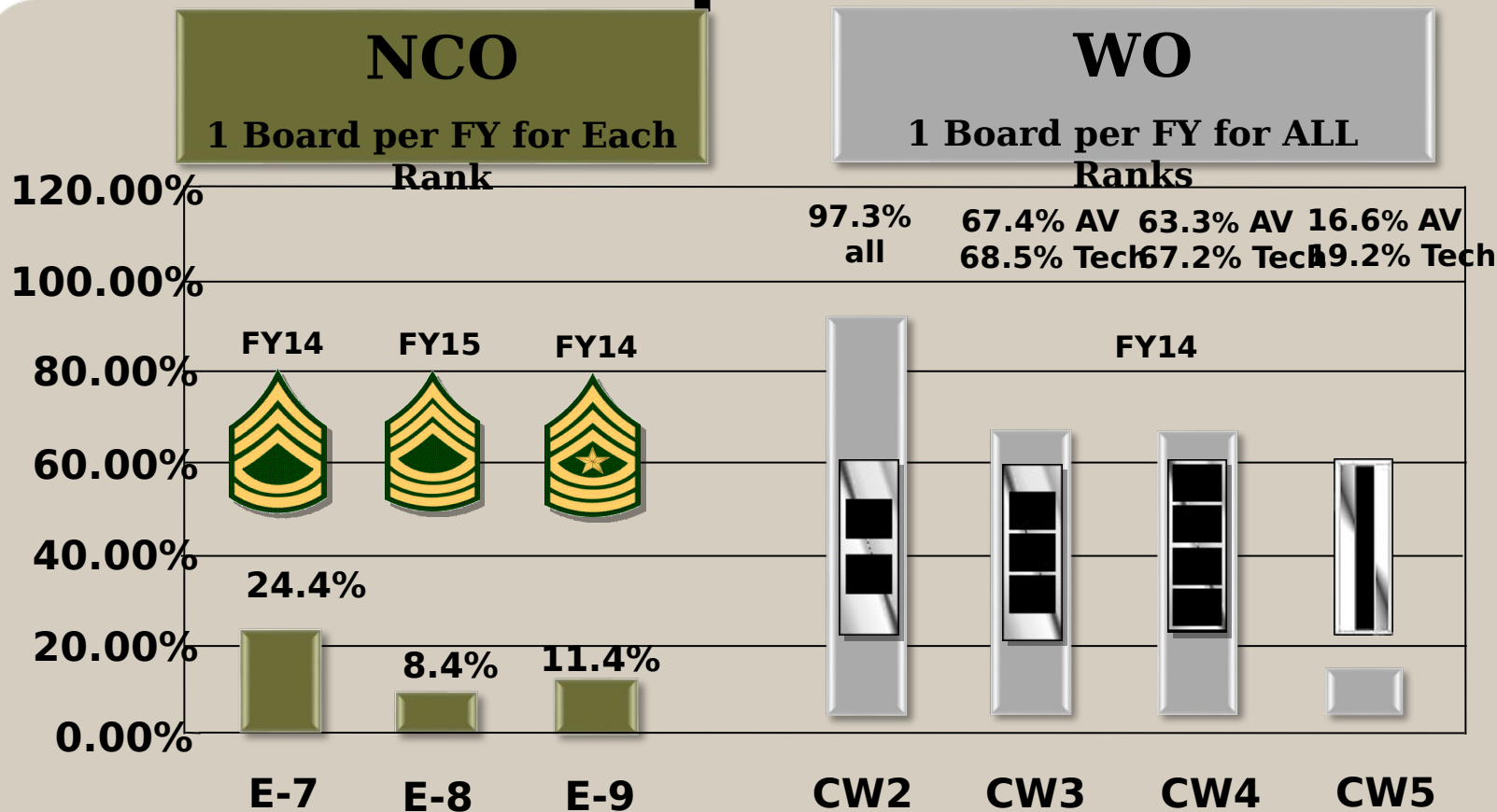
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Army-Wide Promotion Comparison



Source: Human Resource Command

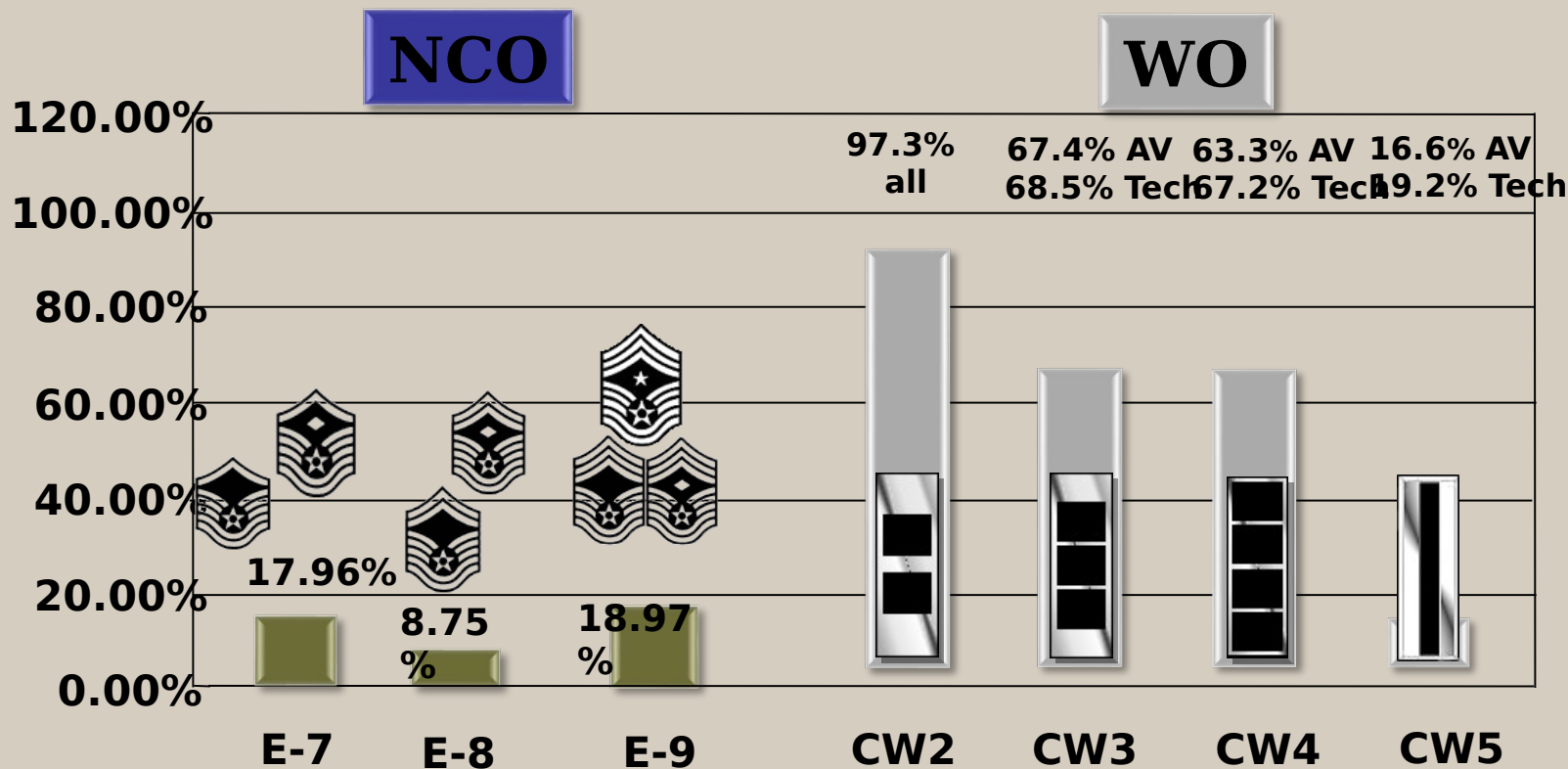


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Air Force-Wide Promotion Comparison



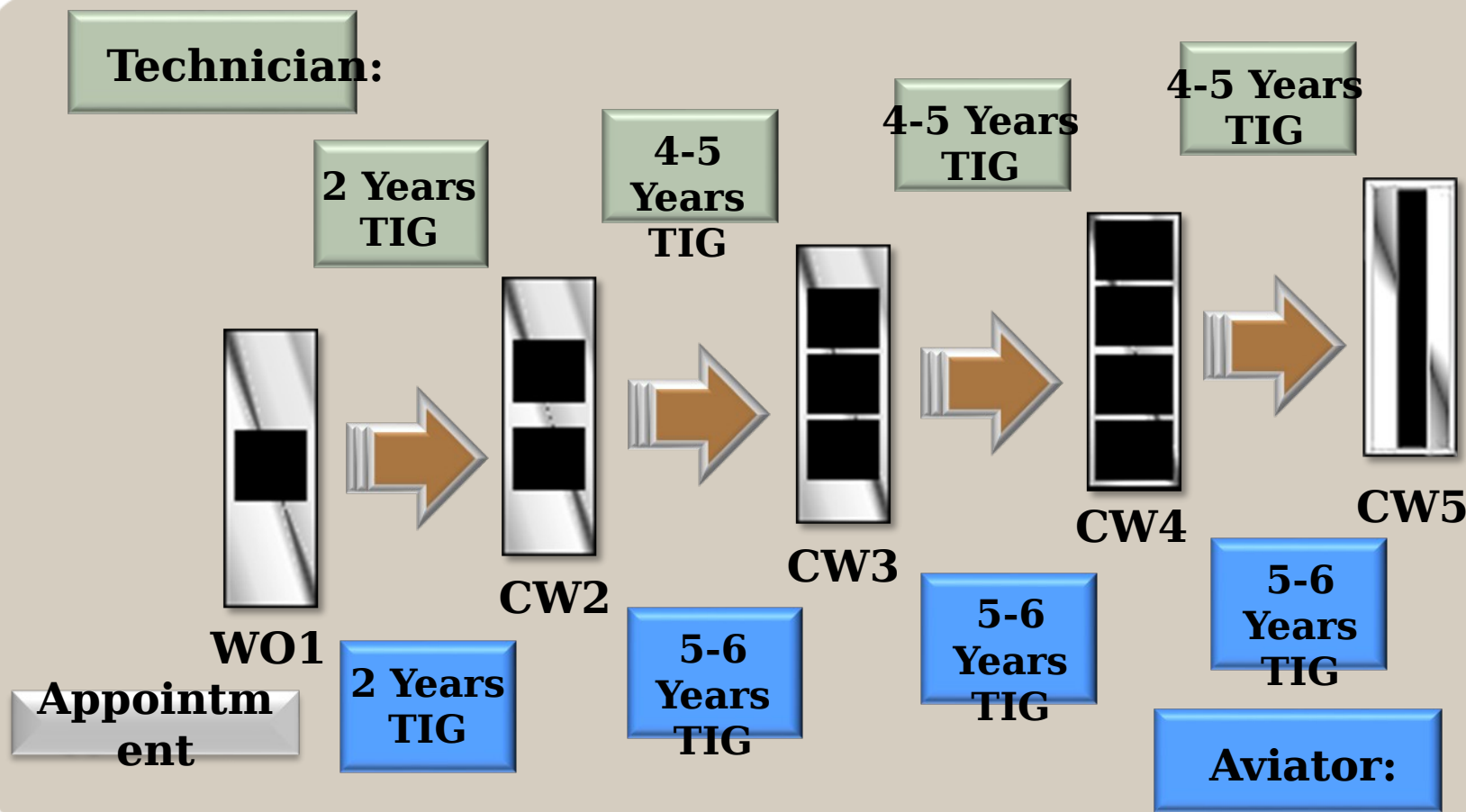
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Warrant Officer Promotion Timeline



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Extended Career

IAW STEP Directive dtd 13 Aug 15



**Total Years Active
Federal Service**

**20
Years**
SSG/SSG

**26
Years**
SFC/SFC

**29
Years**
MSG

32 Years
MSG
(P)/SGM/CSM

**30 + Years of WO
SVC *If Promotion**

Gates Met / Age

Promotable
MSGs
ONLY



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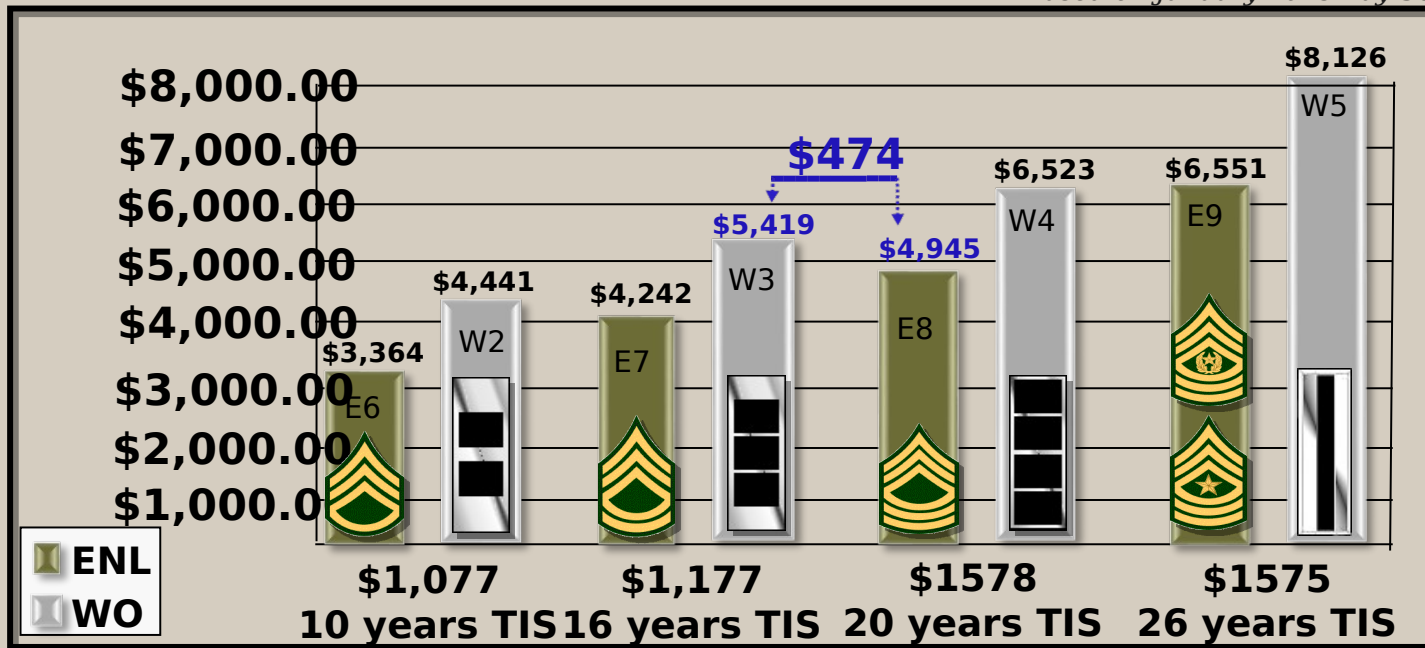
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Base Pay Comparison



Based on January 2015 Pay Scale



Approx Snapshot

E-5 vs W1 at 6 years TIS = \$881 more

E-6 vs W1 at 8 years TIS = \$687

E-7 vs W1 at 10 years TIS = \$344

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Retirement Pay Comparison

| | | | |
|---------|----|---------------|---------------|
| CW3 | 20 | \$2,996 (50%) | <u>\$789</u> |
| E-7/SFC | 20 | \$2,207 (50%) | |
| CW4 | 24 | \$4,255 (60%) | <u>\$1082</u> |
| E-8/MSG | 24 | \$3,173 (60%) | |
| CW5 | 30 | \$6,399 (75%) | <u>\$1240</u> |
| E-9/SGM | 30 | \$5,159 (75%) | |

Based on January 2015 Pay Scale

Source- <http://www.dod.mil/cgi-bin/finalpayhigh3.pl>



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Flight Pay Incentive Pay



AVIATION CAREER INCENTIVE PAY

| 2 OR LESS | OVE R 2 | OVE R 3 | OVE R 4 | OVE R 6 | OVE R 14 | OVE R 22 | OVE R 23 | OVE R 24 | OVE R 25 |
|-----------|------------|------------|------------|------------|-------------|-------------|-------------|-------------|-------------|
| \$12 5 | \$15 6 | \$18 8 | \$20 6 | \$65 0 | \$84 0 | \$58 5 | \$49 5 | \$38 5 | \$25 0 |

CAREER ENLISTED FLYER INCENTIVE PAY

| 4 OR LESS | OVER 4 | OVER 8 | OVER 14 |
|-----------|--------|--------|---------|
| \$150 | \$225 | \$350 | \$400 |



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Where to Start...





UNITED STATES ARMY
WARRANT OFFICER RECRUITING







[Home](#)
[Applicant Info](#)
[Selection Info](#)
[Warrant Officer MOS](#)
[Downloads](#)
[Inter-Service Guidance](#)
[FAQ's](#)
[Contact Us](#)

Popular

-  Find Us On facebook
- Warrant Officer Recruiting Briefings in Your Area
- Warrant Officer Selection Board Schedule
- Warrant Officer Selection Board Results
- Check Your Warrant Officer Application Status
- Warrant Officer Application Checklist Download

Warrant Officer MOS

- Warrant Officer MOS List
- Enlisted MOS Conversion List (Army)
- Enlisted MOS Conversion List (Air Force)
- Enlisted MOS Conversion List (Marine)
- Enlisted MOS Conversion List (Navy)

Meet The Challenge... Become An Expert In Your Field

Warrant Officer Branch Mission

The U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army Warrant Officers.

Warrant Officers are highly specialized experts and trainers in their career fields. By gaining progressive levels of expertise and leadership, these leaders provide valuable guidance to commanders and organizations in their specialty. Warrant Officers remain single-specialty Officers with career tracks that progress within their field, unlike their Commissioned Officer counterparts who focus on increased levels of command and staff duty positions.

Hot Topics

[News](#)
[Application Processing](#)
[Packet Submission](#)
[Tools](#)
[Waivers](#)

Special Announcements:

- 21 JUL 14 - Deadline for the SEPTEMBER 2014 Warrant Officer Selection Board is EXTENDED to 22 AUG 14 for the following MOS': 150A and 140E. Bottom Line: We are SIGNIFICANTLY SHORT APPLICANTS applying for these MOS'! If you have the prerequisite experience for these Warrant Officer MOS' and the desire to submit a packet, then your chances of being selected on the FINAL board of FY 14 is extremely HIGH!**
- 21 JUL 14 - CUTOFF for packet UPDATES or CORRECTIONS for the SEPTEMBER 2014 Warrant Officer Selection Board is 25 AUG 14. Send updates only to packets in board-ready ("B") status to: usarmy.knox.usarec.mbx.9sbn-new-warrant-updates@mail.mil and corrections to packets in recruiter ("R") status to: usarmy.knox.usarec.mbx.9sbn-new-warrant-corrections@mail.mil**
- 10 JUL 14 - ATTENTION ALL APPLICANTS, THE CHECK YOUR WARRANT OFFICER APPLICATION STATUS LINK REMAINS DOWN UNTIL FURTHER NOTICE. If you have not received an e-mail after your initial packet submission after ten business days, please contact your local recruiter to inquire about your status! After the initial email, it is incumbent upon the applicant to check their packet status as you will not receive any further correspondence from the Warrant Officer Recruiting Team. If you need to inquire about your packet status, please contact your local recruiting team via email or telephonically at: <http://www.usarec.army.mil/hq/warrant/WOassistance.shtml>**

http://www.usarec.army.mil/hq/warrant/WOgeninfo_boardresults.shtml

www.usarec.army.mil/hq/warrant

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FY16 WO Selection Board Schedule



(***Refer to website to verify dates***)

| Board Dates | Packet Deadline |
|--------------|-----------------|
| 13-17 Jul 15 | 15-May-15 |
| 14-18 Sep 15 | 17-Jul-15 |
| 16-20 Nov 15 | 18-Sep-15 |
| 11-15 Jan 16 | 20-Nov-15 |
| 14-18 Mar 16 | 15-Jan-16 |
| 16-20 May 16 | 18-Mar-16 |
| 18-22 Jul 16 | 20-May-16 |

| MOS | 15-Jul | 15-Sep | 15-Nov | 15-Jan | 15-Mar | 15-May | 15-Jul | MOS | 15-Sep | 15-Nov | 15-Jan | 15-Mar | 15-May | 15-Jul | 15-Sep |
|------|--------|--------|--------|--------|--------|--------|--------|------|--------|--------|--------|--------|--------|--------|--------|
| 120A | X | | | X | | | X | 352S | X | | | X | | | X |
| 125D | X | | | X | | | X | 353T | X | | | X | | | X |
| 131A | X | | X | | X | | X | 420A | | X | | X | | X | |
| 140A | X | | X | | X | | X | 420C | | | | X | | | |
| 140E | X | X | X | | X | X | X | 740A | | | | X | | | |
| 150A | X | | X | | X | | X | 880A | | X | | X | | X | |
| 150U | | X | | X | | X | | 881A | | | | X | | X | |
| 151A | X | | X | | X | | X | 882A | | X | | X | | | |
| 153A | | X | X | X | X | X | X | 890A | X | | X | | | X | |
| 180A | | X | X | | X | X | | 913A | | | X | | | X | |
| 255A | | X | | X | | X | | 914A | | | X | | | X | |
| 255N | | X | | X | | X | | 915A | | X | X | | X | X | |
| 290A | | | X | | X | | | 919A | | | X | | | X | |
| 311A | X | X | | X | | X | X | 920A | X | | X | | X | | X |
| 350F | X | | X | X | X | X | X | 920B | X | | X | | X | | X |
| 350G | X | | X | | X | | X | 921A | X | | X | | X | | X |
| 351L | X | | X | | X | | X | 922A | X | | X | | X | | X |
| 351M | X | | X | | X | | X | 923A | X | | X | | X | | X |
| 352N | X | | X | X | X | X | X | 948B | X | | | | X | | X |
| | | | | | | | | 948D | X | X | | | X | | X |



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The Application

!!!Download from our Website!!!

Board Packet

Documents

1. ~~Documents~~ (Senior WO, CSM, & S-1 Review)

2. DA Form 61 (APFT w/in 6 mo's)

3. USAREC Form 3.3 (LOR)

4. USAREC Form 3.2 (Resume)

5. ERB/CDB

6. OMPF (**10 Years of NCOERs and all AERS** in order newest to oldest)

7. College Transcripts (Unofficial Accepted)

8. SIFT Scoresheet (WOMOS 153A only)

9. Official DA Photo

Supporting

10. Security Memo

11. USAREC Form 3.1 (Comm. Physical)

or DD Form 2808 (150A/153A Only)

12. DA Form 160-R

13. Statement of Understanding

14. USAREC 167/168 (Waivers)

15. DA Form 705 (APFT Score Card)

16. DA Form 3349 (Permanent Profile Sheet)

17. Conditional Release (DD Form 368 or DA Form 4187) (Reserves & Other Services)

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Warrant Officer Application Checklist



Warrant Officer Application Checklist Updated: 16 JUL 2015

Applicant Name (Last, First, M.I. /Rank): _____

Board Packet: Copies should be neat in appearance—Selection board will view the documents you submit. All documents should be single-sided in the following order:

- DA Form 61 (with valid HT/WT and APFT statement signed by CO CDR in Block 41)
- Company Commander Letter of Recommendation (or applicable Company Grade UCMJ authority)
- Battalion Commander Letter of Recommendation (or applicable Field Grade UCMJ authority)
- Group Commander Letter of Recommendation - 180A ONLY
- Group CCWO Letter of Recommendation - 180A ONLY
- Senior Warrant Officer Letter of Recommendation (CW3-CW5 for most MOS' – check MOS prerequisites)
- Resume - USAREC Form 3.2 (ensure summary page is filled in)
- ERB or equivalent document (used to verify DOB, GT, AFS, and ETS)
- Evaluations (All NCOERs (up to ten year's worth) and all AERs (1059s) in order newest to oldest)
- College Transcript(s): Official or Unofficial
- COPIES of Professional Certificates (i.e. Licenses/Certificates issued to Engineers, Mechanics etc.)
- SIFT Results (153A applicants only)
- DA Photo (all applicants must include a color quality photo - .jpeg preferred)

Supporting Documents: Required to qualify your packet, but are not reviewed by the board

- Security clearance verification memorandum (Prepared by S2 or facility security manager)
- Physical Conversion Worksheet for USAREC Form 3.1 - MUST have physician's stamp (TECH only - expires after 24 months).
- If medical waiver is required (Both TECH and AVN) applicants MUST include complete physical paperwork
- DD Form 2808 with stamp from USAAMC, Ft. Rucker (153A and 150A applicants only)
- DA Form 160-R (ensure that you sign it and block 9a is checked)
- DA Form 7434-Application for US Army Marine Certification (880A, 881A)
- Re-enlistment/Extension documents -if required (ERB does not show 12 months remaining on current contract)
- Statement of Understanding (a copy of this memo is on the website)
- DD Form 368 Conditional Release -if required (if you are NOT an active duty Army applicant) Conditional
- Resignation Memorandum (Army Commissioned Officer only)
- Conditional Release Memorandum from current Branch (Army Commissioned Officer only)
- English credit document -if required (255A, 255N, 420A)
- TABE score document -if required (255A, 255N, 880A, 881A, 920A, 920B, 921A, 922A, 923A)
- Achilles Dagger Certificate or Level III qualified - 180A ONLY
- DA 330 with at least a 1/1 language proficiency - 180A ONLY
- REDD Report/GT Conversion (Air Force, Marine, Navy, and Coast Guard applicants)
- Body Fat Content Worksheet -if required (if you do not meet height/weight standards set in AR 600-9)
- Tattoo Validation Waiver -if required (If you are not in compliance AR 670-1 dated 10 April 2015)
- Tattoo (related) Separation Board Proceedings - if required (indicating CDR retained Service Member)
- Moral waiver request -if required (as identified in blocks 26 on DA Form 61)
- Age waiver request -if required (required if older than 33 AVN, 46 TECH by start date of your 1st board)
- Prerequisite waiver request -if required (verify with MOS on web site)
- AFS waiver request -if required (if you have more than 12 years AFS by date DA 61 is signed)
- APFT waiver request -if required (must include current Profile, complete Physical, and APFT scorecard)
- Remaining Hard Copy documents from OMPF not included on your ERB (awards, certificates)

This section to be completed and authenticated by Battalion S-1 NCOIC/OIC or PSD/MPD OIC/NCOIC

I certify that service member is not flagged or barred and have verified that the service member's tattoos (if applicable) are in compliance with AR 670-1 (dated 10 April 2015) and are properly documented in iPERMS/ AMHRR; Service member is eligible to apply for this program.

CERTIFYING OFFICIAL (printed name and title): _____

SIGNATURE: _____

DATE: _____

DSN/COMM PHONE #: _____

E MAIL: _____

-----PACKET REVIEW SIGNATURES ARE SEQUENTIAL-----

Entire Packet administratively reviewed by **unit CSM**.

REVIEWER (printed name and title): _____

SIGNATURE: _____

Entire Packet FINAL REVIEW by **recommending Senior Warrant Officer**.

REVIEWER (printed name and title): _____

SIGNATURE: _____

Applicants must send their packets as a PDF attachment via e-mail or by use of the Digital Sender (File size is restricted to 5mb or less per transmission) to usarmy.knox.usarec.mbx.9sbn-new-warrant-packets@mail.mil

Check application status <http://www.usarec.army.mil/hq/warrant/> allowing 7 – 10 business days for processing.

(15)

Signatures are sequential:

-S1

-CSM

-SWO who provides LOR



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DA Form 61

(***Refer to example application for example***)

| APPLICATION FOR APPOINTMENT | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|
| For use of this form, see AR 135-100, AR 145-1, AR 251-5, and AR 601-100; the proponent agency is DCSPER | | | | | | | | | |
| DATA REQUIRED BY THE PRIVACY ACT OF 1974 | | | | | | | | | |
| AUTHORITY: Title 10 United States Code, Section 3012 (Title 5 United States Code, Section 552a) | | | | | | | | | |
| PRINCIPAL PURPOSE: To obtain an appointment as a commissioned or warrant officer in the Regular Army or Army Reserve, or to obtain selection to attend the US Army Officer Candidate School. | | | | | | | | | |
| ROUTINE USES: Basic for determination of qualifications and background information for eligibility for consideration for appointment as a Regular Army or Army Reserve commissioned/warrant officer or for selection for attendance at the US Army Officer Candidate School. | | | | | | | | | |
| DISCLOSURE: Disclosure of information requested in DA Form 61 is voluntary. Failure to provide the required information will result in non-acceptability of the application. | | | | | | | | | |
| 1. TYPE OF APPOINTMENT FOR WHICH APPLICATION IS SUBMITTED | | | | | | | | | |
| 2. GOVERNING REGULATION OR CIRCULAR (Specify appropriate section(s) if applicable) | | | | | | | | | |
| 3. GRADE FOR WHICH APPLYING (Reserve appointments only) | | | | | | | | | |
| 4. SOURCE OF APPLICATION (ROTC only) | | | | | | | | | |
| 5. ONLY FOR APPLICANTS FOR APPOINTMENT AS WARRANT OFFICERS | | | | | | | | | |
| 6. BRANCH AND SPECIALTY PREFERENCES | | | | | | | | | |
| 7. NAME (Last, first, middle) (Explain variations from birth certificate in item 41) | | | | | | | | | |
| 8. GRADE | | | | | | | | | |
| 9a. SOCIAL SECURITY NUMBER | | | | | | | | | |
| 10. BRANCH | | | | | | | | | |
| 11. TOTAL VRS | | | | | | | | | |
| 12. NUMBER OF DEPENDENTS UNDER 18 | | | | | | | | | |
| 13. NUMBER OF DEPENDENTS UNDER 18 | | | | | | | | | |
| 14. DATE OF BIRTH | | | | | | | | | |
| 15. PLACE OF BIRTH (City, county, state) | | | | | | | | | |
| 16. SEX | | | | | | | | | |
| 17. COMPLETE MILITARY ADDRESS (If presently an active duty) (Include ZIP) | | | | | | | | | |
| 18. PERMANENT ADDRESS (Include ZIP Code) | | | | | | | | | |
| 19. CURRENT MAILING ADDRESS (If difference from item 18) (Include ZIP Code) | | | | | | | | | |
| 20. US CITIZENSHIP | | | | | | | | | |
| 21. CIVILIAN EDUCATION (See page 3 for additional requirements for professional personnel) | | | | | | | | | |
| 22. HIGHEST LEVEL SERVICE SCHOOL ATTENDED | | | | | | | | | |
| 23a. FOREIGN LANGUAGES AND DEGREE OF PROFICIENCY | | | | | | | | | |
| 23b. ALAT SCORE (If applicable) | | | | | | | | | |

DA FORM 61, JUN 81

EDITION OF 1 AUG 74 AND DA FORM 61-R, 26 SEP 75, PRIVACY ACT STATEMENT, ARE OBSOLETE.

USAPPC V2.00



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DA Form 61 (Cont.)

| | | | | | |
|--|--|--|--|----------------------------------|---|
| 34. ARE YOU NOW, OR HAVE YOU EVER BEEN A CONSCIENTIOUS OBJECTOR? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (If yes, attach affidavit) | | | | | |
| 35. <input checked="" type="checkbox"/> UNDERSTAND THAT, IF I AM SELECTED FOR APPOINTMENT, I WILL BE EXPECTED TO ACCEPT SUCH ASSIGNMENTS AS ARE IN THE BEST INTEREST OF THE SERVICE. I HEREBY REQUEST THAT, IF I AM SELECTED FOR APPOINTMENT, I WILL BE EXPECTED TO MAKE APPROPRIATE ARRANGEMENTS FOR THE CARE OF MY DEPENDENTS. | | | | | |
| 36. HAVE YOU EVER UNDER EITHER MILITARY OR CIVILIAN LAW BEEN INDICTED OR SUMMONED TO COURT AS A DEFENDENT IN A CRIMINAL PROCEEDING, INVOLVED IN PROBATION, PAROLED OR PARDONED, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE? (Exclude traffic violations involving a fine or forfeiture of \$100 or less.) | | | | | |
| <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF YES, ATTACH REQUEST FOR WAIVER LISTING THE DATE, THE NATURE OF EACH ALLEGED OFFENSE OR VIOLATION, THE NAME AND LOCATION OF THE COURT OR PLACE OF HEARING, AND THE PENALTY IMPOSED OR OTHER DISPOSITION OF EACH CASE AND FURNISH COPY OF COURT ACTION OR DETAILED STATEMENT IN APPLICANT FORM AS TO THE OUTCOME OF EACH CASE. | | | | | |
| 37. ACTIVE MILITARY SERVICE (Indicate year with each organization separately - show ROTC Camp in item 28) | | | | | |
| a. ORGANIZATION US Armed Forces, USCG, NOAA, US Public Health Service, Peace Corps | | b. DATES (Day, Month, Year) FROM TO | | c. BRANCH/MS (As appropriate) | d. PRIOR SERVICE NO. (If applicable) |
| US Army | | 25 Jun 99 Present | | 35L3P | NA E-6/RA |
| 38. RESERVE OR NATIONAL GUARD SERVICE (Not an active duty) | | | | | |
| a. ORGANIZATION US Armed Forces, USCG, NOAA, US Public Health Service, Peace Corps | | b. DATES (Day, Month, Year) FROM TO | | c. BRANCH/MS (As appropriate) | d. PRIOR SERVICE NO. (If applicable) |
| US Army Reserve | | 2 Feb 91 24 Jun 92 | | 11B10 | NA E-4/USAR |
| 39. SOURCE OF CURRENT COMMISSION (If applicable) | | | | | |
| ARNOLD: <input type="checkbox"/> OCS <input type="checkbox"/> DIRECT APPOINTMENT <input type="checkbox"/> OTHER <input type="checkbox"/> OCS USAR: <input type="checkbox"/> ROTC (JEP) <input type="checkbox"/> ROTC (SAR) <input type="checkbox"/> OCS | | | | | |
| 31. HAVE YOU EVER APPLIED AND NOT BEEN SELECTED FOR: a. ROTC <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO b. OCS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO | | | | | |
| c. APPOINTMENT IN RESERVE COMPONENT (USAR/ARNG) <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO d. APPOINTMENT IN REGULAR ARMY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO | | | | | |
| e. AS A WARRANT OFFICER <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO f. AS A COMMISSIONED OFFICER <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO | | | | | |
| g. IF ANSWER IS "YES", EXPLAIN FULLY | | | | | |
| 32. ARE YOU NOW OR HAVE YOU EVER BEEN IN THE MILITARY SERVICE OF OR BEEN EMPLOYED BY A FOREIGN GOVERNMENT? (If yes, give dates, country and type of service or employment) NO | | | | | |
| 33. HAVE YOU EVER RESIGNED OR BEEN ASKED TO RESIGN IN LIEU OF ELIMINATION PROCEEDINGS, BEEN DISCHARGED IN LIEU OF ELIMINATION, FURLOUGHED (after then regular furlough or leave), OR PLACED ON INACTIVE STATUS WHILE SERVING IN THE US ARMED FORCES, OR HAVE YOU EVER RESIGNED OR BEEN ASKED TO RESIGN FROM A POSITION WHILE IN PRIVATE OR GOVERNMENT EMPLOYMENT? (If yes, state circumstances; if more space is required, continue on separate sheet) | | | | | |
| <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO | | | | | |

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| | | | | | |
|--|--|--|--------------------------------------|---|----|
| 34. APPLICANTS FOR JUDGE ADVOCATE GENERAL'S CORPS ONLY | | | | 35. APPLICANTS FOR CHAPLAINS BRANCH ONLY | |
| BARS OF WHICH YOU ARE A MEMBER (Specify dates) | | | | RELIGIOUS DENOMINATION BY WHICH YOU WILL BE ENDORSED | |
| 36. APPLICANTS FOR MEDICAL AND DENTAL CORPS ONLY | | | | | |
| a. TRAINING | | b. NAME AND LOCATION OF HOSPITAL | | c. DATES (Month and Year) | |
| LEVEL | TYPE | | | FROM | TO |
| INTERNSHIP | | | | | |
| RESIDENCY THIS | | | | | |
| SPECIALTY THIS | | | | | |
| d. SPECIALTY BOARDS | | | | e. DATES OF CERTIFICATION (Day, Month, Year) | |
| 37. APPLICANTS FOR ARMY NURSE CORPS AND ARMY MEDICAL SPECIALIST CORPS ONLY | | | | | |
| a. NAME OF NURSING OR ACCREDITED PROFESSIONAL SCHOOL | | | | b. LOCATION | |
| c. DATES OF ATTENDANCE (Day, Month, Year) | | d. STATE AND CURRENT REGISTRATION NUMBER | | e. STATE AND DATE OF RETAIL REGISTRATION (Day, Month, Year) | |
| FROM TO | | | | | |
| f. POSTGRADUATE COURSES (Include courses at general hospitals, service schools, and short courses) | | | | | |
| g. SUBJECT OR COURSE | h. NAME AND LOCATION OF SCHOOL OR HOSPITAL | i. SEMESTER CREDITS EARNED | j. DATES OF ATTENDANCE (Month, Year) | | |
| | | | FROM TO | | |
| 38. HAVE YOU BEEN EMPLOYED BY THE US ARMY AS A DIETITIAN, OCCUPATIONAL OR PHYSICAL THERAPIST? (If yes, give dates) | | | | | |
| <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO | | | | | |
| 39. ARMY ROTC (To be completed only by prospective ROTC graduates applying for appointment in USAR or RA) | | | | | |
| SUCCESSFULLY COMPLETED AROTC PROGRAM AS FOLLOWS | | | | | |
| COURSE | | DATES ATTENDED (Month and Year) | | c. CAMP TRAINING | |
| | | FROM TO | | | |
| a. BASIC | | (1) INSTALLATION (State) | | COMPLETION DATE (Month, Year) | |
| b. ADVANCED | | (2) INSTALLATION (Advanced/Range) | | COMPLETION DATE (Month, Year) | |
| 40. MAIN CIVILIAN EMPLOYMENT | | | | | |
| a. NAME AND ADDRESS OF EMPLOYER Kelly Temporary Services Grand Rapids, MI 48722 | | | | b. JOB TITLE Secretary/Typing | |
| | | | | c. MONTH AND YEAR FROM TO 0292 0692 | |
| b. PRINCIPAL DUTIES (Describe briefly) | | | | | |
| Typed letters, kept personnel files updated, answered inquiries | | | | | |
| 41. RESUME: (Experience, activities and special abilities not shown elsewhere in this application. These required to enter primary entry specialties, see Para 1-27d, AR 601-100. If more space is required, attach additional sheet) | | | | | |
| I certify that (Applicant's Name) successfully passed the APFT consisting of pushups, sit-ups, and the two mile run with a score of _____ on _____, the verified height is _____ and verified weight is _____ (Applicant's Name) is within body fat standards according to AR 600-9. | | | | | |
| APFT w/in 6 mo's of Board | | CDRs Hand Signature Authorized Here ONLY | | | |
| 42. THE INFORMATION CONTAINED HEREIN IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF | | DATE Current Date | | SIGNATURE OF APPLICANT Applicant's Signature Here | |

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WARRANT OFFICER STRONG.



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Letters of Recommendation



- Valid for 12 months from the date signed by Recommender
- If NS on first board, you are not required to submit updated LORs for the 2nd board
- Letters of Recommendation required:
 - Company Commander or First Level of UCMJ Authority *(Mandatory)*
 - Battalion Commander or Second Level of UCMJ Authority *(Mandatory)*
 - Senior Warrant Officer Letter of Recommendation *(CW3 to CW5 - Mandatory for most WOMOSs; highly recommended for those that don't)*
- USAREC Form 3.3 must be digitally signed and the recommenders Email and Phone Number needs to be in the bottom of the narrative
- Unique Chains of Command provide explanation memo (Joint Activities/NCOAs)

WARRANT OFFICER STRONG.

-Note: If requesting an APFT Waiver, BN CDR LOR must state: "You are physically capable of completing the training and worldwide



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Letter of Recommendation

(USAREC Form 3.3)



| LETTER OF RECOMMENDATION (Warrant Officer Procurement Program) | | | | |
|--|------------------------|---|---------------------------------------|---------------------|
| PRIVACY ACT STATEMENT | | | | |
| AUTHORITY: Collection of this information is authorized by Title 10, USC, Sections 503, 505, 508, 3013, and 12102 and Executive Order 9397. | | | | |
| PRINCIPAL PURPOSE: Information collected will be used by selection board members to determine qualifications of warrant officer candidates. | | | | |
| ROUTINE USES: Blanket routine use disclosures as described in AR 340-21, The Army Privacy Program, paragraph 3-2. | | | | |
| DISCLOSURE: Voluntary; however, failure to provide the information may delay or terminate the warrant officer candidate's application process. | | | | |
| SECTION I - ADMINISTRATIVE DATA | | | | |
| 1. NAME (Last, first, middle initial): APPLICANT, Joe E. | 2. SSN: 111-22-3344 | 3. RANK: SGT | 4. DATE OF RANK: 01 SEPTEMBER 2002 | |
| 5. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND: C DET 1-4 INF BATTALION FT ATTERBURY, KY 40121 (CENTCOM) | | 6. I am completing this form as the applicant's: <input checked="" type="checkbox"/> Senior Warrant Officer <input type="checkbox"/> Company Grade Officer <input type="checkbox"/> Field Grade Officer <input type="checkbox"/> Other (Specify) | | |
| 7. I have known this applicant from <u>2004/12</u> to <u>PRESENT</u> (Year/Month) (Year/Month) | | 8. RELATIONSHIP TO APPLICANT (i.e., supervisor, interviewer): Interviewer | | |
| SECTION II - NARRATIVE (Write a narrative explaining the applicant's leadership qualities, character, experience, and special expertise that uniquely qualify him or her to serve as a future warrant officer.) | | | | |
| NARRATIVE: | | | | |
| 1. Letters should be 3 to 5 paragraphs with specific, quantifiable comments about the service member's character and tactical and technical competence. | | | | |
| 2. You may use information from the service member's entire record, including comments about schools completed, assignments, deployments, impact awards, achievements and accomplishments. | | | | |
| 3. Generic flowery comments are not effective in communicating the service member's attributes to board members. If you can change the name of the person being recommended to someone else and the comments are not false, then the letter is probably too generic to communicate effectively to board members. | | | | |
| EXAMPLE WRITE-UP: | | | | |
| 1. It is my absolute privilege to recommend SGT Sample for entry into the Warrant Officer Procurement Program as a Human Resources Technician (420A). I have reviewed SGT Sample's credentials and found his records very worthy for warrant officer candidacy. As such, SGT Sample has earned my vote of confidence to compete for warrant officer selection. | | | | |
| 2. SGT Sample served with me during a year-long deployment to Balad, Iraq 2004. During this time, I personally observed and worked with SGT Sample on several personnel support issues. My observation of him is that of an industrious Senior Personnel Sergeant fully capable of performing his administrative duties. SGT Sample worked tirelessly processing personnel actions for 849th Transportation Battalion, Ft Bragg NC. Those actions included: Joint Personnel Status Reporting (JPERSTAT), Casualty Operations, ID Tags, Fighter Management Pass Program (FMPP), legal processing and administrative advisor to both the Battalion and Company Commander. Without question, SGT Sample superbly performed AG Wartime Functions in accordance with FM 12-6. | | | | |
| 3. SGT Sample possesses the qualities of a self-starter and a leader. His mastery of warrior tasks and drills led to his selection as NCO of the Quarter. Further, he mentored a subordinate to compete and win 1st TSC's Soldier of the Year competition. SGT Sample completed BNOC with a 97.4 GPA. He has received numerous valor and service awards for technical merit including the prestigious Bronze Star. SGT Sample is active within the community and is not afraid to dialog regarding the issues of the day. He is a well-rounded, respected member of both the military and civilian community. | | | | |
| 4. In conclusion, SGT Sample has a rare blend of technical and tactical proficiency as evident by his outstanding military career. For this reason, I gladly recommend him for acceptance into the Warrant Officer Corps as a Human Resources Technician (420A) APPLICANT | | | | |
| SECTION III - DISCLAIMER | | | | |
| Notice: I understand by submitting this recommendation I am endorsing this applicant to be boarded for warrant officer selection. | | | | |
| SECTION IV - SIGNATURE | | | | |
| 1. NAME (Last, first, middle initial): DOE, John Q. | 2. RANK: CW4 | 3. BRANCH: AG | 4. SIGNATURE: | 5. DATE (YYYYMMDD): |

HQ USAREC Form 1936, Rev

PREVIOUS EDITIONS ARE OBSOLETE

V4.00

*Sister Service applicants can utilize respective service letterhead; hand signatures authorized

Contact Info
is
MANDATORY



Digitally Signed by
UCMJ Authorities



WARRANT OFFICER STRONG.



ARMY STRONG.



Resume

(USAREC Form 3.2)



| WARRANT OFFICER RESUME (This form will be used in place of the resume.) | | | |
|--|------------------------|--|--------------------|
| PRIVACY ACT STATEMENT | | | |
| AUTHORITY: Collection of this information is authorized by Title 10, USC, Sections 503, 505, 506, 3013, and 12102 and Executive Order 9397. PRINCIPAL PURPOSE: Information collected will be used by selection board members to determine qualifications of warrant officer candidates. ROUTINE USES: Blanket routine use disclosures as described in AR 340-21, The Army Privacy Program, paragraph 3-2. DISCLOSURE: Voluntary; however, failure to provide the information may delay or terminate the warrant officer candidate's application process. | | | |
| SECTION I - ADMINISTRATIVE DATA | | | |
| 1. NAME (Last, first, middle initial): SAMPLE, Joe E. | 2. SSN: 111-22-3333 | 3. RANK/GRADE: SGT / E5 | 4. PMOS: 42A20P |
| 5. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND: C DET 1-4 INF BATTALION, FT ATTERBURY, KY 40121 (CENTCOM) | | 6. E-MAIL ADDRESS: Joe.e.sample@us.army.mil | |
| SECTION II - CIVILIAN EDUCATION (Include the highest degree level obtained. Include your GPA, Dean's List, and any other special recognition.) | | | |
| BA Degree - Liberty University, (intended graduation May 2012), 108 credits completed, 3.2 GPA AA Degree - University of Phoenix, 1999 GPA 3.5, Dean's List | | | |
| SECTION III - OBJECTIVE (List all of the warrant officer MOSs to include 4-digit code and official title you are applying for in order of preference.) | | | |
| 1. 153A - Rotary Wing Aviator | | | |
| 2. 420A - Human Resources Technician | | | |
| 3. | | | |
| SECTION IV - MILITARY EXPERIENCE (List in order from most recent to earliest duty assignment or position. Be sure to mention any accomplishments, special recognition, or achievements that will illustrate to the board your potential for leadership as a warrant officer.) | | | |
| 1. DATES (YYYYMM): <u>July 07</u> to <u>Present</u> ORGANIZATION: 95th Special Troops Battalion, Ft Carson, CO | | | |
| POSITION TITLE: TITLE should match ERS or evaluation reports | | | |
| DUTIES (List below to include significant contributions): Accomplishment should appear in chronological order, by date, starting with the most current assignment. List ALL military assignments, especially those in an NCO position. Focus on quantifiable measurements of success that set you apart by the unique characteristics of each assigned position. Write in clear, concise, and complete sentences - not in fragments or bullets. List outstanding achievements and additional duties while in position. Spell out terms that apply to your assignment especially buzzwords in your MOS, e.g. Prescribed Load List (PLL). Avoid the use of jargon, slang, and other types of informal terms. Focus on measurements of success. NOT just a job description, but how well you performed the job. Use NCOER/evaluation bullets as a "reference only", not as the actual written entry for the resume. Mention if you exceeded standards on a significant inspection/evaluation or leadership school. List deployments or make a separate assignment entry if deployment for several months. | | | |
| 2. DATES (YYYYMM): <u>June 05</u> to <u>June 07</u> ORGANIZATION: HHC, 3rd ACA, Ft Hood, TX | | | |
| POSITION TITLE: PROMOTION SECTION NCOIC | | | |
| DUTIES (List below to include significant contributions): List service, impact, or achievement awards received during each assignment tenure. Significant contributions in major field training exercises e.g. JMRC, JROTC, NTC may be listed. List career enhancement events such as Soldier/NCO of the month/quarter boards, as well as Audie Murphy and similar enlisted club inductions. Again, focus on measurements of success NOT just a job description. | | | |

HQ USAREC Form 1935, Rev 1 Dec 2008

PREVIOUS EDITIONS ARE OBSOLETE

V6.00

| SECTION VII - SUMMARY | | | |
|--|---------------------|---------------|---------------------|
| Write a paragraph or two explaining why you are fully qualified to perform the duties of a warrant officer in your field. This is a very important part of the resume. Make this a call to action, but do so without turning off the reader. Include all of your significant accomplishments/achievements (below-the-zone promotions, impact awards, noteworthy distinctions, deployments, challenging assignments, unique skills in MOS, standards exceeded on a significant inspection/evaluation, etc.) mentioned earlier and explain how you are exceptionally qualified and have the leadership, management and technical/tactical skills needed to become a WO. Answer this question: What have you done or accomplished that sets you apart from your peers? (Additionally, aviator applicants should include why they want to be an Aviator.) | | | |
| RESUMES WILL NOT BE PROCESSED WITHOUT THE APPLICANT'S SIGNATURE & DATE | | | |
| Other notes: No other resume formats are acceptable beyond USAREC Form 1935. Therefore, do not go through a big expense by having external parties professionally prepare your resume. Simply follow the aforementioned guidelines and prepare the form yourself. If you are non-Army, the resume takes on increased importance in conveying your qualifications to become an Army Warrant Officer. PureEdge Form package may be utilized by visiting any Army Recruiting Station; USAREC forms may be obtain at http://www.usarec.army.mil/m/formpub/Forms.htm . | | | |
| SECTION VIII - SIGNATURE | | | |
| 1. NAME (Last, first, middle initial): SAMPLE, Joe E. | 2. RANK: SGT/E-5 | 3. SIGNATURE: | 4. DATE (YYYYMMDD): |

HQ USAREC Form 1935, Rev 1 Dec 2008

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ARMY STRONG.

WARRANT OFFICER STRONG.



Physical Cover Sheet / DA Form 2808

If anything other than "QUALIFIED", you must submit ENTIRE physical.

MEMORANDUM FOR Commander, US Army Recruiting Command, ATTN: RCRO-5M, Fort Knox, KY 40121-2726

SUBJECT: Results of Medical Examination

The results of a commissioning/aviation physical are furnished for the following individual:

- a. (Rank) _____ (Print or Type Last Name, First Name, MI)
b. (SSN) _____
c. (Unit, Company, Duty Station) _____
d. Physical Profile Code:

| | | | | | |
|---|---|---|---|---|---|
| P | U | L | H | E | S |
| | | | | | |

e. Height: _____ Weight: _____ Age: _____

f. Physical initiated on: _____ (Date)

g. Physical completed on: _____ (Date)

h. If Flight Physical, date approved from USAAMC: _____ Stamped: _____ (TW, 1A)
(Applicant must include page one showing stamp from Fort Rucker, AL)

i. Individual _____ is Fully Qualified _____ is NOT Fully Qualified.

(Physician's Signature)

MUST HAVE PHYSICIAN STAMP

(Physician's Stamp)

NOTE:

- (1) 153A & 150A applicants must also include page one of DD Form 2808 with the applicable qualified stamp from USAAMC, Ft. Rucker, AL.
(2) Any applicant applying for an APFT or medical waiver must include entire physical.

HQ USAREC Form 1932, 1 Jul 2005

V1.00

| REPORT OF MEDICAL EXAMINATION | | 1. DATE OF EXAMINATION | 2. SOCIAL SECURITY NUMBER |
|--|--|------------------------|---------------------------|
| PRIVACY ACT STATEMENT AUTHORITY: 10 USC 2604, 2605, 2607, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 2681, 2682, 2683, 2684, 2685, 2686, 2687, 2688, 2689, 2690, 2691, 2692, 2693, 2694, 2695, 2696, 2697, 2698, 2699, 2700, 2701, 2702, 2703, 2704, 2705, 2706, 2707, 2708, 2709, 2710, 2711, 2712, 2713, 2714, 2715, 2716, 2717, 2718, 2719, 2720, 2721, 2722, 2723, 2724, 2725, 2726, 2727, 2728, 2729, 2730, 2731, 2732, 2733, 2734, 2735, 2736, 2737, 2738, 2739, 2740, 2741, 2742, 2743, 2744, 2745, 2746, 2747, 2748, 2749, 2750, 2751, 2752, 2753, 2754, 2755, 2756, 2757, 2758, 2759, 2760, 2761, 2762, 2763, 2764, 2765, 2766, 2767, 2768, 2769, 2770, 2771, 2772, 2773, 2774, 2775, 2776, 2777, 2778, 2779, 2780, 2781, 2782, 2783, 2784, 2785, 2786, 2787, 2788, 2789, 2790, 2791, 2792, 2793, 2794, 2795, 2796, 2797, 2798, 2799, 2800, 2801, 2802, 2803, 2804, 2805, 2806, 2807, 2808, 2809, 2810, 2811, 2812, 2813, 2814, 2815, 2816, 2817, 2818, 2819, 2820, 2821, 2822, 2823, 2824, 2825, 2826, 2827, 2828, 2829, 2830, 2831, 2832, 2833, 2834, 2835, 2836, 2837, 2838, 2839, 2840, 2841, 2842, 2843, 2844, 2845, 2846, 2847, 2848, 2849, 2850, 2851, 2852, 2853, 2854, 2855, 2856, 2857, 2858, 2859, 2860, 2861, 2862, 2863, 2864, 2865, 2866, 2867, 2868, 2869, 2870, 2871, 2872, 2873, 2874, 2875, 2876, 2877, 2878, 2879, 2880, 2881, 2882, 2883, 2884, 2885, 2886, 2887, 2888, 2889, 2890, 2891, 2892, 2893, 2894, 2895, 2896, 2897, 2898, 2899, 2900, 2901, 2902, 2903, 2904, 2905, 2906, 2907, 2908, 2909, 2910, 2911, 2912, 2913, 2914, 2915, 2916, 2917, 2918, 2919, 2920, 2921, 2922, 2923, 2924, 2925, 2926, 2927, 2928, 2929, 2930, 2931, 2932, 2933, 2934, 2935, 2936, 2937, 2938, 2939, 2940, 2941, 2942, 2943, 2944, 2945, 2946, 2947, 2948, 2949, 2950, 2951, 2952, 2953, 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3120, 3121, 3122, 3123, 3124, 3125, 3126, 3127, 3128, 3129, 3130, 3131, 3132, 3133, 3134, 3135, 3136, 3137, 3138, 3139, 3140, 3141, 3142, 3143, 3144, 3145, 3146, 3147, 3148, 3149, 3150, 3151, 3152, 3153, 3154, 3155, 3156, 3157, 3158, 3159, 3160, 3161, 3162, 3163, 3164, 3165, 3166, 3167, 3168, 3169, 3170, 3171, 3172, 3173, 3174, 3175, 3176, 3177, 3178, 3179, 3180, 3181, 3182, 3183, 3184, 3185, 3186, 3187, 3188, 3189, 3190, 3191, 3192, 3193, 3194, 3195, 3196, 3197, 3198, 3199, 3200, 3201, 3202, 3203, 3204, 3205, 3206, 3207, 3208, 3209, 3210, 3211, 3212, 3213, 3214, 3215, 3216, 3217, 3218, 3219, 3220, 3221, 3222, 3223, 3224, 3225, 3226, 3227, 3228, 3229, 3230, 3231, 3232, 3233, 3234, 3235, 3236, 3237, 3238, 3239, 3240, 3241, 3242, 3243, 3244, 3245, 3246, 3247, 3248, 3249, 3250, 3251, 3252, 3253, 3254, 3255, 3256, 3257, 3258, 3259, 3260, 3261, 3262, 3263, 3264, 3265, 3266, 3267, 3268, 3269, 3270, 3271, 3272, 3273, 3274, 3275, 3276, 3277, 3278, 3279, 3280, 3281, 3282, 3283, 3284, 3285, 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Security Memo 160R

/ DA Form



REPLY TO
ATTENTION OF

FOR OFFICIAL USE ONLY
DEPARTMENT OF THE ARMY
(UNIT ORGANIZATION ADDRESS)

(Office Symbol)

(Date)

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA,
Fort Knox, KY 40121-2725

SUBJECT: Security Clearance Verification for (Last Name, First Name, Middle Initial)

1. References:

a. AR 380-67, Personnel Security Program, 9 Sep 88.

2. (Rank, Last Name, First Name, Middle Name, Social Security Number) was granted (Type of security clearance for example TS/SCI) eligibility on (date clearance was granted) by the Army Central Clearance Facility (CCF). (Rank Last Name) had a PPR closed on (date investigation was closed)

3. The point of contact for this memorandum is (Your S2/ Security Manager's Name, Phone Number, and E-mail address).

S2/Security Manager's Signature block with Signature

FOR OFFICIAL USE ONLY
This document and personal information contained herein is protected by the Privacy Act of 1974,
Section 5 U.S.C. sub 552a as amended

| APPLICATION FOR ACTIVE DUTY | | | |
|--|---|---|-----------------------------------|
| For use of this form, see AR 135-210; the proponent agency is DCS, G-1. | | | |
| DATA REQUIRED BY THE PRIVACY ACT OF 1974 | | | |
| AUTHORITY: Title 10 USC, 672(d); 10 USC 275 | | | |
| PRINCIPAL PURPOSE: Used by Reserve Component soldiers to apply for active duty programs announced by HQDA. Application is reviewed to determine the member's eligibility for announced active duty requirements. | | | |
| ROUTINE USES: To determine qualifications and make final selection of individuals applying for active duty. Also used to schedule medical examinations, security screening and to issue active duty orders. | | | |
| DISCLOSURE: Disclosure of personal information is mandatory for soldiers applying for active duty programs announced by HQDA. | | | |
| SEE INSTRUCTIONS ON PAGE 2 BEFORE COMPLETING THIS FORM. | | | |
| 1. DATE | 2. TO: Commander | | |
| 20110106 | U.S. ARMY RECRUITING COMMAND, FORT KNOX, KY 40121 | | |
| 3. FROM (Last, First, MI) | 4a. PRESENT RESERVE GRADE | 4b. RESERVE COMPONENT | |
| DOE, JOHN A. | | | |
| 4c. BRANCH | 5a. MOS/AOC | 5b. COMPONENT | |
| NA | 35M30 | RA | |
| 6a. PERMANENT HOME ADDRESS (Include ZIP code) | | 6b. PHONE NO. (include area code) | |
| ENTER YOUR HOME OF RECORD | | (502)765-6868 | |
| 7a. TEMPORARY ADDRESS (Include ZIP code) | | 7b. DURATION | 7c. PHONE NO. (include area code) |
| 419A Nicholson Road Fort Hood, TX 76544 Or Deployment Address | | Oct 2011 | (517)773-2527 |
| ITEM 8 TO BE COMPLETED ONLY BY PERSONNEL CURRENTLY SERVING ON ACTIVE DUTY IN A WARRANT OFFICER OR ENLISTED STATUS | | | |
| 8a. PRESENT ACTIVE DUTY GRADE | | 8b. ORGANIZATION AND STATION ASSIGNMENT | |
| E-6 | | HHC, III Corps, Fort Hood, TX 76544 | |
| 9. I hereby volunteer to enter on active duty, for the period indicated below, in my branch or any of the following branches that I may be qualified for, and if accepted for active duty in another branch, I request transfer to that branch. (Check as appropriate) | | | |
| <input checked="" type="checkbox"/> a. FOR A PERIOD OF 6 YEARS <input type="checkbox"/> b. FOR AN INDEFINITE PERIOD | | | |
| c. OTHER BRANCHES (List in order of preference) | | | |
| 10. I understand that if accepted for active duty I may be assigned to any command, including an overseas command, to fill any Army-wide vacancy. However, I would like to be considered for one of the three duty assignments and areas of assignment listed below in the order of my choice. | | | |
| | CHOICE NO. 1 | CHOICE NO. 2 | CHOICE NO. 3 |
| a. DUTY ASSIGNMENT | 351M | 351M | 351M |
| b. AREA ASSIGNMENT | Hawaii | Fort Knox, KY | Fort Meade, MD |
| 11. If it is possible, I prefer to enter on active duty during one of the three periods indicated below in order of preference: | | | |
| PREFERENCE NO. 1 (Month and Year) | PREFERENCE NO. 2 (Month and Year) | PREFERENCE NO. 3 (Month and Year) | |
| ASAP | ASAP | ASAP | |
| 12. Upon receipt of active duty orders, I will require the time indicated below to settle my affairs for entry on active duty. (Check appropriate box) | | | |
| <input type="checkbox"/> 60 DAYS <input type="checkbox"/> 30 DAYS <input type="checkbox"/> 10 DAYS <input checked="" type="checkbox"/> AVAILABLE ON DATE OF RECEIPT OF ORDERS | | | |
| 13. REMARKS (If more space is needed, continue on separate sheet) | | | |
| Include information you consider essential in making your assignment, i.e. enrolled in the Exceptional Family Member Program or Army Married Couples Program. | | | |
| 14. SIGNATURE OF APPLICANT | | | |
| Applicant's Signature | | | |

DA FORM 160-R, JUL 2010

PREVIOUS EDITIONS ARE OBSOLETE

AND PENTAGON



U.S. ARMY

ARMY STRONG.

WARRANT OFFICER STRONG.



APFT Waiver / Statement of Understanding



DEPARTMENT OF THE ARMY

REPLY TO
ATTENTION OF

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY
40121-2725

SUBJECT: Request for Army Physical Fitness Test Waiver

Mitigating circumstances:

1. State the type of profile to include your complete PULHES, the event(s) that you can no longer take, and what alternate event(s) you are allowed to take.
2. Give a detailed explanation why you believe this exception to policy should be approved in your case. Give an explanation of events that led up to the injury and how it happened. Explain your future expectations of your physical condition (i.e. come off profile after rehab, re-enlist, etc...).

NOTE: LEAVE PARAGRAPH 3 AS IS VERBATIM

3. I fully understand that applying for this waiver does not constitute an automatic approval. I further understand that I must be fully mission deployable in the Warrant Officer Specialty in which I am applying.

Self-Signed

(SIGNATURE)
(FULL NAME)
(RANK)
(SSN)

- *Describe detailed extraordinary circumstances surrounding injury and/or condition
- *Must include supporting documentation that reflects extraordinary circumstances surrounding injury and/or condition stated in paragraph 2 above
- *Examples of documentation include but are not limited to Entire Physical, Line Of Duty, Personal Knowledge Statements, Medical documentation demonstrating extraordinary recovery efforts

USAREC-F 153-1 1 Dec 2007

V1.00



REPLY TO
ATTENTION OF

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY
40121-2725

SUBJECT: Statement of Understanding

Date

1. I understand that if I am appointed as a warrant officer in the U.S. Army Reserves with concurrent active duty, that this appointment is contingent upon technical and tactical certification by successful completion of the appropriate warrant officer basic course unless I have been pre-certified by the warrant officer military occupational specialty (WOMOS) proponent. I understand that my application packet, to include all enclosures, may be converted to an electronic file and made available for review by qualifying officials at WOMOS proponent schools, Headquarters, Department of the Army, and other locations in order to determine my qualifications and competitive standing for appointment as a warrant officer.
2. I further understand that if I am appointed as a warrant officer in the U.S. Army Reserves without concurrent active duty, that this appointment is contingent upon technical and tactical certification by successful completion of the appropriate warrant officer basic course within 2 years of appointment unless I have been pre-certified by the WOMOS proponent or unless extended by Headquarters, Department of the Army.
3. FOR SISTER SERVICE APPLICANTS ONLY (Air Force, Coast Guard, Marines, Navy): I fully understand that if I am selected for the Warrant Officer Program, I will be required to attend Army Basic Training prior to attending Warrant Officer Candidate School if I have not successfully completed an Army Basic Training, Warrior Transition Course, Marine Basic Training, Air Force or Navy Special Operations Forces, or Air Force Security Police Training. This requirement applies to all ranks for both active and reserve components.
4. TATTOO, BRANDING, AND BODY MUTILATION POLICY: I understand that, if I am selected for the Warrant Officer Program, prior to starting the Warrant Officer Candidate School and prior to being appointed as a Warrant Officer, a determination will be made by the Commandant of the Warrant Officer Career College that I am in compliance with the Army's Tattoo, Branding, and Body Mutilation Policy, IAW AR 670-1.
5. I also understand that if I am eliminated from or fail to successfully complete the technical and tactical certification as specified above, I may be subject to discharge under regulations in effect at that time from the U.S. Army Reserves.

**DO NOT
REMOVE
TATTOO
PARAGRAPH**

Self-Signed



ARMY STRONG.

WARRANT OFFICER STRONG.



Prerequisite Waiver / Moral Waiver



DEPARTMENT OF THE ARMY

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY
40121-2725

SUBJECT: Request for Prerequisite Waiver

Mitigating circumstances:

1. (State the type of waiver you are requesting)

Example: (1) Request an age waiver

(2) Request an Active Federal Service Waiver

(3) Request a prerequisite waiver (state the prerequisite(s) you wish to waive).

2. Anyone can request a prerequisite, AFS or age waiver, but not everyone will get them approved. Give a detailed explanation why you feel this waiver should be approved. Please note that waivers are approved only in unusual circumstances. Prerequisite waiver requests that do not give adequate justification, i.e. unusual skills, unique talents, special circumstances, etc. will probably be disapproved. With AFS waivers (required if you have 12 or more years AFS) or age waivers (required if you will be 33 or older for aviators or 46 for technicians), by the convene date of the board) the same principle applies and requests must be fully justified. Adequate justification might be: unusual circumstances, deployed for past year and unable to submit a packet, unusual skills, or unique talents. Asking for these waivers just because they are a part of the application will not result in approval.

Notes:

1) A separate waiver request must be submitted for each MOS that applicant does not meet the entire prerequisites for. Waiver should include why you feel that you should be accepted in the MOS without meeting all the requirements. Include any civilian experience, training or assignments that are similar to MOS you wish to apply for.

2) Make your request sound valid - for instance, an applicant stating they couldn't apply for the last 12 years because they were deployed... That doesn't sound valid because no one has been away from their duty station continuously over the last 12 years. You would need to include why you couldn't or didn't apply in between deployments. Another example is a 13 year request stating "I've been deployed for the last year..." does not explain why you didn't apply in the years leading up to the deployment.

3) Waiver request will not appear before the selection board once approved. Please use as much space as required to give all the information. A short and simple approach may result in a denied request.

4) Writing skills count. A properly written request ultimately may effect the approval of the request. Board members may interpret poor English, grammar and typographical errors as a lack of concern, sincerity or attention to detail from the applicant.

Self-Signed

USAREC FL 168-1, 1 Dec 2007

V1.00



DEPARTMENT OF THE ARMY

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY
40121-2725

SUBJECT: Request for Moral Waiver

1. Nature of offense: Do not just list Article 92, Article 32, etc. Must request a moral waiver for any infractions listed on your enlistment contract.

a. Date of offense: (Month and year)

b. Place of offense: (City and State)

c. Punishment imposed: (Fine amount, forfeiture amount, extra duty, letter of reprimand, etc.)

2. Mitigating circumstances:

*You will use this moral waiver request if you responded YES to block#26 on DA Form 61. If you responded NO, you do not need a moral waiver.

Moral waiver is not required for traffic fines of \$250 or less. Do NOT include court cost).

Mitigating circumstances surrounding the charge: Four points to address:

(1) Explain the incident (what, where, when, how, etc.)

(2) Accepting responsibility for your actions

(3) The lessons learned

(4) How you now contribute to your unit, community and military service.

Notes:

1) A separate moral waiver request must be submitted for each offense.

2) Moral waiver request should give all the information possible related to the incident.

Half answers and undisclosed information can cause a delay in processing. In some cases - the request will be returned to USAREC with a request for more information from applicant.

3) This waiver request will not go before the selection board once approved. Please use as much space as required to give all the information. A short and simple approach may cause a returned request.

4) Writing skills count. A properly written request may effect the approval of the request. HRC may interpret poor English, grammar and typographical errors as a lack of concern, sincerity or attention to detail from the applicant.

Self-Signed

Joe E. Sample

SGT/E-5

111-22-3333



U.S. ARMY

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Tattoo Validation Waiver Memo



DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY RECRUITING COMMAND
1307 THIRD AVENUE
FORT KNOX, KENTUCKY 40121-2725

REPLY TO
ATTENTION OF:

RCRO-SP-B

21 April 2014

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SP,
Fort Knox, Kentucky 40121-2725

SUBJECT: Waiver Request and Tattoo Policy Validation for SFC SMITH, Thomas T., xxxx-xx-0000

1. In accordance with AR 670-1, Para. 3-3e, a check for tattoos or brands located on the head (including face), above the t-shirt neckline, hands, below the elbows to the wrist bone, and below the knees was conducted for SFC Smith, Thomas T. The listing below identifies those tattoos or brands identified.

- a. Head (including face): None
- b. Above the T-shirt neck line: None
- c. Hands: None
- d. Below the elbow to the wrist bone:
 - (1) Right - 5.5" x 3", family symbol "MS" with "J" one side and "T" on the other.
 - (2) Right - 2" x 1", "Mickey Mouse"
 - (3) Left - 2.5" x 2", "Live Free or Die"
 - (4) Left - 1" x 11", band (thorns), around forearm

2. SFC Smith is not in compliance with Tattoo, Branding, and Body Mutilation Policy, AR 670-1, Para. 3-3g; he has tattoos that require "grandfathering" per AR 670-1, Para. 3-3c(3).

3. SFC Smith requires a tattoo waiver for warrant officer appointment.

4. Soldier has been counseled IAW AR 670-1, Para. 3-3h, that he/she is prohibited from obtaining new tattoos which are in violation of AR 670-1, Para. 3-3c (1) through (2).

5. Recommend approval or Recommend disapproval of SFC Smith's tattoo waiver request.

6. Point of contact for this action is the undersigned at 917-342-xxxx or jc.jones.mil@mail.mil.

Encl:
1. Photo, Left Arm (front)
2. Photo, Left Arm (rear)
3. Photo, Right Arm
4. Photo, Left Leg

JAMES E. JONES
LTC, AR
Commanding

Requires signature of
Commanders (O5 or above)



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Undocumented Tattoo in iPERMS Memo



DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY RECRUITING COMMAND
1307 THIRD AVENUE
FORT KNOX, KENTUCKY 40121-2725

REPLY TO
ATTENTION OF:

RCRO-SP-B

21 April 2014

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SP,
Fort Knox, Kentucky 40121-2725

SUBJECT: Tattoo Validation of Compliance Date for SFC SMITH, Thomas T., xxx-xx-0000

1. In accordance with AR 670-1, Para. 3-3e, a check for tattoos or brands located on the head (including face), above the t-shirt neckline, hands, below the elbows to the wrist bone, and below the knees was conducted for SFC Smith, Thomas T. The listing below identifies those tattoos or brands identified.

- a. Head (including face): None
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 - (3) Left - 2.5" x 2", "Live Free or Die"
 - (4) Left - 1" x 11", band (thorns), around forearm

2. SFC Smith's tattoo(s) were obtained prior to 31 March 2014 and meet the requirements for "grandfathering" per the Tattoo, Branding, and Body Mutilation Policy, AR 670-1, per AR 670-1, Para. 3-3c(3).

3. SFC Smith's tattoo(s) were not previously documented correctly in iPERMS/Army Military Human Resource Record (AMHRR) because (provide specific reason)___.

4. Point of contact for this action is the undersigned at 917-342-xxxx or js.jones.mil@mail.mil.

JAMES E. JONES
LTC, AR
Commanding

Requires signature of
Commanders (O5 or above)



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Waiver Requests

| WAIVER | APPROVAL AUTHORITY | APPROX TURN AROUND TIME | NOTES |
|--------------|--------------------|-------------------------|-----------|
| AGE | DA G1 | 4–6 Weeks | 1 |
| AFS | DA G1 | 4–6 Weeks | 1 |
| APFT | DA G3 | 4–8 Weeks | 1,2,3,4,5 |
| Moral | HRC/DA G1 | 2–6 Weeks | 1,6 |
| Prerequisite | Proponent | 2–4 Weeks | 1 |
| Medical | USAREC G3 | 2–4 Weeks | 7 |
| Tattoo | DA G1 | 4–6 Weeks | 1, 8 |

1. Example in Sample Application available at briefings or for download on our website.
2. DA Form 705 (APFT Score Card) must be included with application
3. BN CDR's LOR must state: "The applicant is physically capable of completing training and worldwide deployment"
4. Must have a Permanent Physical Profile
5. Permanent Physical Profile and physical must be dated within 12 Months
6. Must submit waiver with application.
7. Waiver request NOT prepared by the applicant
8. Wavier must include separation board proceedings indicating that the CDR retained the Soldier



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FY 14 Waivers



AFS/Age/Moral/Tattoo Waivers by Branch (FY14)

| Branch | AFS (Submitted / Approved) | AFS Range for Approved Waivers | Age (Submitted / Approved) | Moral (Submitted / Approved) | Tattoo (Submitted / Approved) |
|--------|----------------------------------|--------------------------------------|----------------------------------|------------------------------------|-------------------------------------|
| AD | 15/9 | 12-18 yrs | 1/1 | 16/8 | 4/3 |
| AG | 13/9 | 12-13yrs | 1/0 | 9/5 | 7/7 |
| CM | 8/6 | 12-14 yrs | 1/0 | 6/4 | 2/2 |
| EN | 17/11 | 12-15 yrs | | 6/5 | 2/2 |
| EW | 5/4 | 12-14 yrs | | 3/2 | |
| FA | 3/3 | 12 yrs | | 4/4 | 5/5 |
| JA | | | | 1/1 | |
| MI | 61/43 | 12-15 yrs | 1/1 | 33/26 | 11/9 |
| MP | 4/4 | 12-13 yrs | | 6/6 | |
| MS | 6/6 | 12-14 yrs | | | 1/1 |
| OD | 43/30 | 12-15 yrs | | 19/12 | 11/11 |
| QM | 29/16 | 12-14 yrs | 1/0 | 11/4 | 15/14 |
| SC | 12/8 | 12-14 yrs | | 13/9 | |
| SF | 22/22 | 12-22 yrs | | 4/4 | |
| TC | 11/2 | 12-17 yrs | | 3/1 | 2/2 |
| VC | 1/1 | 12 yrs | | 1/1 | |



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Levels of Application Processing



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Selection Board



- Packet will be reviewed twice if 1st time FQ-NS
- Two Time Non-Select Must Wait a Year
- Board Results Released in MILPER message



Fully Qualified - Selected - Q-S

Fully Qualified - Nonselect (First Board) - FQ-NS

Non Competitive - Nonselect (Second Board) - NC-NS



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Only under extraordinary circumstances will
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applicants may immediately re apply with a



Warrant Officer Candidate School



- **Selectees will attend Warrant Officer Candidate School (WOCS)**
 - E5 graduated from PLDC/WLC, and E6 and above = 4 weeks and 4 days
 - E5 non-graduate from PLDC/WLC and all E1 to E4 = 6 weeks and 4 days

(Other services = 6 weeks and 4 days with exceptions)

- **WOCS and Flight School are located at Fort Rucker, Alabama**
- **Graduation = Conditional Promotion (Appointment to WO1)**

Skill Enhancement

Leadership Potential
Self Discipline
Attention to Detail
Time Management

Professional Development

Leadership
Communication
Management
Ethics

<http://usawocc.army.mil/>



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A Day in the Life of a Candidate

1st Warrant Officer Company

0500 - Wake

0530 - First Formation

0530 - 0635 - PT

0635 - 0730 -

0730 - 0815 - Breakfast

0815 - 1230 -

Academic

1230 - 1720 -

Academic

Admin 1900 -

Dinner



1900 - 2245 - Candidate Leadership Designs and Implements Schedule To Accomplish Specified Tasks

2245 - 0500 - Lights Out



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Final Notes

- **Packet deadline: Posted on website, generally two months prior to board week.** (Should be sooner, if waivers are requested)
- **Send your packet to USAREC “Electronically”** (Details on Website)
- **Remove certificates when emailing packet** (Slows Processing)
- **153A Applicants - Study for SIFT** (Selection Instrument for Flight Training)
- **QC your own packet** (S-1, WO, SR NCO, Officer, and Civilians)
- **All the information you need is on our website.** (Research)

www.usarec.army.mil/warrant



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Questions?

**If you have
Suggestions, Questions, or Advice please e-
mail the Warrant Officer Recruiting Team
at**

**usarmy.knox.usarec.mbx.9sbn-wo-team-
questions@mail.mil**



Like us on
Facebook

“Warrant Officer Recruiting”

**Southern Region Warrant Officer Recruiter: CW3 Rich Brumfield
706-313-1231/504-559-9504**

Richard.d.brumfield.mil@mail.mil

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